

*The Behavior Analyst* is the official journal of the Association for Behavior Analysis (ABA) and, as such, contains substantive articles relevant to behavior analysis, announcements of ABA activities, and archival documents. ABA is an interdisciplinary group of professionals, paraprofessionals, and students interested in the experimental, theoretical, and applied analysis of behavior. Founded in 1974, ABA was organized to establish a separate identity for behavior analysts working in diverse disciplines and to promote the development of behavior analysis as a profession, a science and a means for improving human welfare.

Manuscripts must be typed double-spaced, using APA style, and submitted with the original and five copies. Since manuscripts for *The Behavior Analyst* are given "blind" reviews, the names of authors should not appear on the title page or any page of the manuscript. Figures must be in the form of camera-ready art copy or glossy prints. Manuscripts should be submitted to Julie S. Vargas, Editor, *The Behavior Analyst*, 608 Allen Hall, West Virginia University, Morgantown, West Virginia 26506.

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## Comments for Contributors

### CONTENT

*The Behavior Analyst* was founded in 1978 to promote Behavior Analysis as a field. Thus articles on the past, present, and future of behavior analysis or its application in other fields are particularly appropriate for the journal. The journal also publishes literature reviews, discussions of previously published work, or reinterpretations of published data. Articles on behaviorism as a philosophy, however, should be submitted elsewhere as should applied or experimental studies citing original data.

Many of the talks from ABA conventions address topics suitable for *The Behavior Analyst*. They must, however, be rewritten as articles. (See "Style" below)

### GUIDELINES FOR SUBMISSION

In order to expedite the review process, please follow the guidelines below.

1. Submit an original and four copies with full title but with author(s) name(s) removed.
2. With the manuscript, send a letter giving the name(s) of author(s), the title of the paper, and a one or two sentence description of its main point.
3. Also include one copy of the name(s) and address of the person(s) to whom requests for reprints should be sent.
4. If you wish, you may also give the name and address of three to five people outside your institution who would recommend as qualified reviewers for your manuscript.

### EDITORIAL POLICIES

All manuscripts will be considered for publication. Reviews are done "blind," that is the reviewers are not sent the name or institutional affiliation of the author(s). Reviewer comments will be returned with edited manuscripts (if any) and the editorial decision, usually within two months.

### STYLE

1. Use the active voice in preference to the passive. The active is usually shorter, more lively to read, and it more clearly specifies the agent of action.
2. Be specific rather than general whenever possible. A general phrase such as "we need to arrange contingencies to reinforce desired behaviors" communicates little. Instead, tell who needs to do what so that a reader can visualize the action you describe.
3. Back up assertions. Statements such as "there is a growing trend in . . ." leave a reader asking "why do you say that?" Document with examples or data.
4. Use "I" or "we" when referring to yourself rather than the third person.
5. Avoid overuse of the weak verbs "to be" or "to have" as the main verb of a sentence. By circling each main verb in each sentence of an early draft of a manuscript you can see how many are weak verbs. By replacing weak verbs with more active ones, you can improve dramatically the clarity and force of an argument.
6. Use a general style manual, such as the University of Chicago Press style manual.

### MANUSCRIPT FORMAT

Prepare your manuscripts in the form used by *The Behavior Analyst*. Type everything double-spaced—including title, footnotes, and table headings. Put each table or figure on a separate sheet and label it. One copy of all illustrations, photographs, and figures must be "camera ready" that is, have a glossy finish with sharp contrast between black and white.

### ARTICLES

Most articles range in length from about 15 to 25 double-spaced manuscript pages (excluding references), though longer or shorter papers may be submitted. Include an abstract when submitting an article.

### BOOK REVIEWS

While book reviews are usually solicited, you may submit an unsolicited book review. Ten to fifteen double-spaced manuscript pages is a suitable length for book reviews.

### ON TERMS

The "on terms" column is usually solicited. You may, however, submit unsolicited papers for this section. A length of two to five double-spaced manuscript pages is suitable.

### IN RESPONSE

We encourage readers to submit comments "in response" to articles published in *The Behavior Analyst* or in other journals with which our readers are likely to

be familiar. To keep each one to a single, printed page, manuscript copy should not run more than two double-spaced pages.

### OTHER SUBMISSIONS

Submissions need not be restricted to the categories listed above. If you have something you feel would interest our readers, please submit it even if it does not belong in any established category.

Please address submissions to:

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292-2515



## Books Received

*The Behavior Analyst* gratefully acknowledges the receipt of review copies of these books from the publishers.

*Did I Say That: Articles and Commentary on the Try Another Way System.* By Marc W. Gold. Champaign, Ill.: Research Press, 1980, 347 pp., paperback.

*You and Your Child.* By B. R. Wagonseller and R. L. McDowell. Champaign, Ill.: Research Press, 1979, 183 pp., paperback.

*Family Mental Health.* By Rae Sedgwick. St. Louis: C. U. Mosby Company, 1981, 296 pp., \$9.95 paperback.

*Rational Emotive Therapy in Practice.* By J. A. Bard. Champaign, Ill.: Research Press, 1980, 192 pp., paperback.

*Behavioral Analyses of Issues in Higher Education.* Fraley, L. E. (Ed.). Reedsville, West Virginia: Society for the Behavioral Analysis of Culture, 1980, paperback.

*Behavioral Group Therapy, 1980.* By D. Upper and S. M. Ross (Eds.). Champaign, Ill.: Research Press, 1980, 330 pp., \$19.95 hardcover.

### If you are moving . . .

send your new mailing address at least four weeks prior to your move to *The Behavior Analyst*, c/o ABA, Department of Psychology, Western Michigan University, Kalamazoo, Michigan 49008. This will insure that *The Behavior Analyst* and official ABA mailings will reach you at your new address. Please be sure that *The Behavior Analyst* is mailed to a "secure" address. ABA cannot be responsible for journals delivered but not received by the addressee.

# The ABA NEWSLETTER

## ABA Executive Council Meetings

Hyatt Regency Hotel

Dearborn, Michigan

May 23 & 27, 1980

Jack Michael, Presiding

Council Members Present: Donald Baer, Sidney Bijou, Howard Farris, Don Hake, Jon Krapfl, Linda Parrott, Elsie Pinkston, Beth Sulzer-Azaroff, Julie Vargas.

Affiliate Representatives: John Araujo, Douglas Taylor.

1. Election Results

Beth Sulzer-Azaroff is the President-Elect for the 1980-81 year and Julie Vargas is the Non-Psychology Council Member.

2. Open Membership Referendum

Open Membership was defeated with 89% of the members voting against the issue.

3. Name Change

The title of the organization has been officially changed to the Association for Behavior Analysis.

4. Financial Report

The operating budget of \$103,000.00 for the 1980-81 year was approved. We have a beginning balance of \$33,924.25 for the 1980-81 year with a projected income of \$91,544.62.

Total Office	\$84,470.00
Journal	9,760.00
Program	7,318.00
Affiliate	276.00
Travel	400.00
Education & Evaluation	145.00
Certification Board	630.00
	<hr/>
	\$103,000.00

5. Meeting Location

The Council approved Milwaukee, Wisconsin, May 27-31, 1981 (Wednesday-Sunday), as the convention site and dates.

6. Certification Board

Jon Krapfl resigned as the Chairperson of the Certification Board. Pamela Meadowcroft was appointed as his replacement.

7. Linda Parrott resigned as Co-Secretary/Treasurer from the Council.

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## SPECIAL INTEREST GROUP

### Clinical Behavior Analysts

At the 1980 Convention, the Clinical Behavior Analysts Special Interest Group sponsored a symposium entitled, "The Present and Future of the Non-Ph.D. Clinical Behavior Analyst." Participants were: Donald K. Blackman, University of Wisconsin, Madison; Barbara C. Etzel, University of Kansas; Judith M. LeBlanc, University of Kansas; and Russell M. Tyler, Brainerd State Hospital.

The symposium covered professional training and current employment situations for clinical behavior analysts who do not have a doctoral degree. Following the symposium, members of the Special Interest Group met, and, as a result, the Group was represented at the Credentialing Committee meeting, and support was given to credentialing on the basis of competency rather than a degree requirement.

A second outcome was planning, now

underway for a presentation at the 1981 meeting on preparation for, and, employment in, developing specialties in behavior analysis (e.g., behavioral pediatrics and behavioral medicine).

The purpose of the clinical behavior analysts special interest group is to serve as a forum and a communication system for Behavior Analysts involved in applied behavior analysis and behavioral treatment of clinical problems, delivery of behavioral treatment in residential mental health centers and community settings, and the training of clinical behavior analysts and behavior therapists.

Individuals interested in association with the Special Interest Group are encouraged to contact: Russell M. Tyler, Ph.D., Licensed Consulting Psychologist, Psychiatric Program, Brainerd State Hospital, Brainerd, Minnesota 56401.

### Northern California Behavior Therapy Association

The purpose of the Northern California Behavior Therapy Association is to provide a vehicle for the acquisition, evaluation, and dissemination of information regarding behavior analysis. The Association is an affiliate of ABA and AABT. The purpose is accomplished through regular scientific and business meetings scheduled throughout Northern California, through the bi-monthly publication of our newsletter, *California Behavior Analyst*, and by coordination of information, dissemination and gathering (e.g., speakers, therapists, published references) by association officers.

During the year, major work was devoted to increasing membership, delegating more information dissemination to the newsletter instead of meetings, affiliating with ABA, and preparing for the national AABT convention in

December. Presentations at regular meetings included: Laura Phillips and her staff describing their private special education program, Behaviorists for Social Action presenting behavior analyses of the gay question, Bakke decision, race and I.Q., and societal contingencies; Simma Siskind and members of a team from Sonoma State Hospital describing their objectives and methods for providing training in behavior analysis to hospital personnel; Ralph Nitta and student members of U.O.P.'s Community Reentry Project detailing methods and results of their support services and training programs in independent living skills; attorney Scott Carter discussing the psychologist as an expert-witness in court proceedings; and C. Barr Taylor and Tom Allison reviewing the new Diagnostic and Statistical Manual, III.



## Education and Evaluation Committee

This year, the Education and Evaluation Committee will be investigating processes by which ABA may approve behavior analysis training programs. Please address any opinions, questions or

concerns regarding this issue to: Gloria Gasparotto, Department of Psychology, West Virginia University, Morgantown, WV 26506. Phone (304) 296-1731, Ext. 308 or (304) 296-2503.

## Behavioral Educators Form Policy Board

The ABA Special Interest Group for Behavior Analysis in Education has recently formed a Policy Board. This body will convene during the ABA national convention to discuss and plan the group's activities. The policy board will formulate policies and objectives, especially with respect to the group's relationship to ABA, its relationship to the field of education, and its long range goals. Current members of the board are Ms. Sally Digman, Editor of *The*

*Behavioral Educator*, Dr. Victor Arredondo of The National University of Mexico, Dr. Stephen A. Graf of Youngstown State University, Mr. Fernando de Hoyos of The Durango Institute of Technology (Mexico), Dr. Ernest Vargas of West Virginia University, Dr. Julie Vargas of West Virginia University, and Dr. William D. Wolking of The University of Florida. Chairing the board will be Dr. Lawrence E. Fraley, Coordinator of the special interest group.

## *The Behavioral Educator* Forms An Editorial Board

Ms. Sally Digman, Editor of *The Behavioral Educator*, has recently announced the appointment of an editorial board for that publication. Operating with blind reviews similar to those conducted for *The Behavior Analyst*, this board is now accepting materials for review and consideration. Contributors

can now take advantage of this opportunity to receive helpful critiques in the shaping and refinement of their works. Serving on the editorial board for the 1980-1981 year are Mr. R. Michael Digman, Mr. John Eshleman, Mr. Marcus Hamden, Ms. Sally Holland and Ms. Hayes Theiling.



## Certification in Behavior Analysis

### The Rationale, Recent Progress and the Certification Process

#### *What is the Certification Process?*

Certification of behavior analysts will take place in two stages. The first stage requires a general exam which was offered at the 1980 convention for the first time. The general exam covers basic behavioral principles common to all areas of behavior analysis. The form of the exam is multiple choice and short essays including analysis of behavioral "vignettes." Any member of ABA is eligible to take the general exam. The second stage of certification involves a more extensive assessment and monitoring of performance in an area of specialization. The Certification Board hopes to give tentative approval to three or four areas of specialization at the 1981 convention. Those who pass stage one could then move on to one of the approved areas of specialization for stage two of the certification process. The minimal degree requirement to complete certification as a behavior analyst should be the minimal degree required in the area of one's professional training in the human services. Those whose training is exclusively that of behavior analysis should have a master's degree as already specified by the Association for Behavior Analysis. Since ABA members determine the areas for specialty certification, the Board invites inquiries from interested members concerning procedures for specialty area development. Currently four areas of specialization are being considered for the second phase of certification: organizational behavior management, education, community behavior analysis and clinical-behavioral medicine.

#### *Why Certify?*

For those members who are unfamiliar with the issues of certifying behavior analysts we refer you to the article by Don Thomas, "Certification of Behavior Analysts in Minnesota" (*The Behavior*

*Analyst*, 1979, 2, 1-13). His article reviews the history of this issue including the benefits of certification and the difficulties of the process.

At the 1979 ABA convention this two-stage certification process was adopted by the membership. The following rationale for the certification of behavior analysts appeared in the certification report by the Education and Evaluation Committee.

Certification is definable as a set of statements by a peer group which specify that one of its members has attained a certain standard of skill in a formally defined discipline at a given time. Certification is neither a license to practice, nor a privilege to engage in professional activities or enterprises legalized by the state. Certification also does not imply extraordinary achievement nor necessitate it.

There are a growing number of professionals in different disciplines who are beginning to engage in behavior analytic practices. There is no professional body at the present time denoting standards by which the skill level of these practices can be assessed. In addition, current professional licensing or certification procedures in some disciplines, notably psychology, are limited to doctoral level practitioners. However, within the field of behavior analysis there are now professional masters level practitioners who must be able to document their professional competency.

The issue is one of accountability to the public. There must be criteria by which it can be known when a professional practicing behavior analytic skills has achieved proficiency and is qualified to practice those skills in programs within his discipline which affect the public.

It is also necessary to demonstrate to the public at large and to any client in particular that the practicing professional is maintaining proficiency in the skills in which she/he has been credentialed. It is not possible to do this by a one-time only demonstration of appropriate skills level. Some sort of frequent monitoring and evaluation of credential is required.

The issue is more than ethical, it is also practical. Eventually public agencies such as the government and private agencies will wish to know those behavior analysts who can address any of a variety of behavioral issues. Don Thomas (1979) has already identified several states where the need for this information has produced state guidelines. A professional organization such as ABA must define the skills and standards by which others may practice behavior analysis.

#### *Who makes up the Certification Board and what do they do?*

The following statement is an excerpt



from the ABA Proposal for Certification prepared by the Education and Evaluation Committee, and approved by the membership in 1979:

#### 4.0 Administrative Apparatus

Council shall establish a Certification Board which monitors all certification procedures and which reports directly to Council. Council shall also establish Specialty Area Boards which are responsible for proposing and implementing the actual certification procedures and which reports directly to the Certification Board. Persons serving on these boards shall be "grandparented," that is, assumed to be certified during the initial stages of certification.

#### 4.1 Certification Board

##### 4.1.1 Membership characteristics

A. Six members of the Board shall be named by Council.

B. Five members shall be full members of ABA.

1. These five members shall be certified. Initially, these members will be grandparented (see 4.3).

2. One of these five members shall be a member of the Education and Evaluation Committee.

3. The terms of office for each member shall be five years and shall be staggered so that there is one new member each year.

C. A sixth ex officio member shall be a graduate student whose primary function is "operations."

1. The ex officio member shall be an affiliate or full member of ABA.

2. The term of office for the ex officio member shall be set by the Certification Board.

3. During transition, the ex officio position may overlap one month.

##### 4.1.2 Meetings

A. The Board shall meet a minimum of twice yearly.

B. Meeting times will be announced in sufficient time for specialty area groups to prepare their proposals for submission and review.

##### 4.1.3 Functions

A. The Certification Board sets policies and makes recommendations to Council on the following issues:

1. New applications for specialty areas.

2. Dissolution of specialty areas.

3. Specialty Area Board members (i.e., grand-parents).

B. The Certification Board sets policy, establishes procedures, and performs tasks with respect to the following:

1. General Exam—scheduling, location, criteria, grading, test construction and analysis, quality control, exam continuity, registration, reporting of scores, security, procedures manual, fees, advertisement, and administration.

2. Certification Process—eligibility, record keeping, advertisement, public relations with users, reporting requirements (to ensure communication among supervisors, applicants and the Board), monitoring of these reports, costs of certification, policy and procedures for granting and revoking individual certification, and policy and approval of specialty area certification procedures.

C. Annual report to Council.

Currently the Certification Board includes: Pamela Meadowcroft, Chairperson; Sidney Bijou; Don Thomas; Jon Krapfl; Beth Sulzer-Azaroff; and Linda Parrott.

The Certification Board was appointed at the September 15, 1979 meeting of the ABA Executive Council. Since that time the Board has accomplished the following:

Field testing of the General Certification Exam; Establishment of tentative Specialty Area Boards; Administration of the General Certification Exam, May 22, 1980; Open meeting with the Certification Board, May 27, 1980; Scoring of the General Certification Exam and notification to registrants; Development of a reading list and set of study objectives for the General Certification Exam; Meeting of the Certification Board, September 3, 1980, APA.

#### *How do I register to take the General Certification Exam?*

The second administration of the General Certification Exam will take place at the upcoming ABA convention, Hyatt-Regency Hotel, Milwaukee, Wisconsin on May 27 and May 29, 1981. A registration form will be included in the 1981 Convention program booklet. Advance registration must be accomplished by May 1, 1981. On site registration will also be permitted.

#### *How can I prepare for the General Certification Exam?*

The Certification Board has prepared a list of readings and study objectives for persons wishing to take the exam. These appear below:

#### *Suggested Readings for the ABA General Certification Exam*

##### *Applied Behavior Analysis*

Martin G. L. and Pear, J. J. *Behavior Modification: What it is and how to do it*. Englewood Cliffs, N.J.: Prentice-Hall, Inc., 1978.

Sulzer-Azaroff, Beth and Mayer, G. Roy, *Applying Behavior Analysis*



*with Children and Youth*. New York: Rhinehart and Winston, 1977.

#### *Experimental Analysis of Behavior*

Holland, J. G. and Skinner, B. F. *The Analysis of Behavior*. New York: McGraw-Hill, 1961.

Catania, A. C. *Learning*. Englewood Cliffs, N.J.: Prentice-Hall, Inc., 1979.

Ferster, C. B., Culbertson, S. and Boren M.C. *Behavior Principles*. Englewood Cliffs, N.J.: Prentice-Hall, Inc. 1975.

Honig, W. K. (Ed.) *Operant Behavior: Areas of Research and Application*. New York: Appleton, 1966.

Reynolds, G. S. *A Primer of Operant Conditioning*. rev. ed. Glenview, IL.: Scott, Foresman, 1975.

#### *Research Methodology*

Hersen, M. and Barlow, D. H. *Single-case Experimental Designs*. New York: Pergamon Press, 1976.

Sidman, Murray. *Tactics of Scientific Research*. New York: Basic Books, 1960.

#### *Conceptual Analysis of Behavior*

Skinner, B. F. *Science and Human Behavior*. New York: MacMillan Co., 1953.

Skinner, B. F. *Beyond Freedom and Dignity*. New York: Knopf, 1971.

Skinner, B. F. *About Behaviorism*. New York: Knopf, 1974.

#### *Verbal Behavior*

Skinner, B. F. *Verbal Behavior*. New York: Appleton-Century-Crofts, 1957.

Winokur, S. *A Primer of Verbal Behavior: An operant view*. Englewood Cliffs, N.J.: Prentice-Hall, 1975.

Peterson, Norman, *An Introduction to Verbal Behavior*. c/o Norman Peterson, Department of Psychology, Western Michigan University, Kalamazoo, MI 49008.

#### *Study Objectives for the ABA General Certification Exam*

##### *I. Respondent Conditioning*

1. Be able to list properties of elicited

behavior, and how elicited responding changes over time.

2. Be able to describe the relations between stimuli and responses in respondent conditioning and be able to distinguish among the various types of respondent conditioning (i.e., simultaneous, trace, backward, second order, etc.)

3. Be able to identify and describe examples of interactions between operant and respondent processes, particularly with regard to emotion.

##### *II. Operant Conditioning*

1. Be able to define an operant, contingency of reinforcement, and the Law of Effect.

2. Be able to summarize the basic principles of operant conditioning, (i.e., reinforcement, punishment, extinction, stimulus control, stimulus induction, reponse differentiation, etc.)

3. Be able to describe the relations between behavior and stimuli in simple and complex schedules of reinforcement, and the patterns of responding produced by these schedules.

##### *III. Research Methodology*

1. Be able to describe several methods of demonstrating experimental control (or research designs) commonly employed in applied behavioral research.

2. Be able to describe common procedures employed by experimental analysts, for eliminating ambiguity or confounding influences in the control of behavior. (i.e., what procedure might be used to show that some effect is due to the rate of responding rather than the rate of reinforcement; why is a changeover delay used on the concurrent schedules; how is "preference" determined, etc.)

##### *IV. Applied Behavior Analysis*

1. Be able to describe standard procedures for establishing new behavior.

2. Be able to describe standard procedures for eliminating undesirable behavior.

3. Be able to describe procedures for bringing behavior under different

stimulus control, and for transferring the control of behavior from one setting to another.

4. Be able to describe procedures for maintaining already acquired behavior.

5. Be able to describe several applications of respondent conditioning.

6. Be able to differentiate between applied behavior analysis (or behavior modification) and behavior therapy.

7. Be able to discriminate between ethical and nonethical uses of behavior principles.

#### *V. Conceptual Analyses of Behavior*

1. Be able to differentiate between radical and methodological behaviorism.

2. Be able to explain why Skinner believes we must go "beyond freedom and dignity" if civilization is to solve some of its most difficult problems.

3. Be able to reply to several common objections to a science of behavior.

4. Be able to define "private events" from a behavior analytic standpoint, and be able to state how a science of behavior deals with such events.

#### *VI. Verbal Behavior*

1. Be able to distinguish between verbal and nonverbal behavior, as described by Skinner. (1957, 1974).

2. Be able to define the elementary verbal relations (verbal operants), as described by Skinner. (1957, 1974).

#### *How can I get involved in the second stage of ABA Certification?*

Specialty Areas are currently being developed in the following areas. If you wish to assist in the development of any of these areas, or would like additional in-

formation, please contact the coordinators directly.

#### *Education*

Ernest A. Vargas  
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#### *Community*

William R. Hutchison  
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West Virginia University  
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Morgantown, WV 26506  
(304) 293-2001

#### *Organizational Behavior Management*

James Noah  
Rorher, Hibler and Replogle  
55 E. Monroe  
Chicago, IL 60603  
(312) 236-4909

#### *Clinical-Behavioral Medicine*

Donald Prue  
Department of Psychiatry  
University of Mississippi Medical School  
Jackson, Mississippi 39216  
(601) 362-4471

If you wish to help with the development of another specialty area, or would like any other information, please contact:

Pamela Meadowcroft  
Chair, ABA Certification Board  
Educational Psychology Department  
West Virginia University  
Morgantown, WV 26506  
(304) 293-2515



## Convention Information Guide for the Seventh Annual Association for Behavior Analysis Convention May 27-31, 1981 in Milwaukee, Wisconsin

John Araujo  
Affiliate Committee

This report contains information on transportation, lodging and dining and entertainment for the 1981 Annual ABA Convention to be held at the Milwaukee Hyatt Regency. Also, some miscellaneous but useful tips are included. Please note that this information is current as of Fall 1980. Therefore, some items, for example, the price of gasoline, might be different by the date of the convention. But all-in-all, you should receive a reasonably accurate outlook for our upcoming convention.

### *Milwaukee, Wisconsin*

Milwaukee (literally "gathering place by the waters") is situated on the west shore of Lake Michigan at the confluence of the Milwaukee and Menomonee Rivers. It is known as one of the nation's major brewing centers, grain markets and manufacturing centers. Milwaukee is the largest city in Wisconsin. Its metropolitan population is 1,278,850. However, in spite of its size and industry, Milwaukee has the natural beauty of Wisconsin in the events and attractions of its metropolitan area.

The convention occurs at a very desirable time because the Wisconsin events calendar is most crowded between May and October. At the convention you might obtain a copy of the *Greater Milwaukee Visitors Guide* to aid your selection from this busy events calendar.

The American Automobile Association reports that the average maximum-minimum temperatures for May and June as 68°/44° and 78°/54°, respectively. Since our convention will occur at the end of May, we can probably expect temperatures somewhere between these two monthly averages. Incidentally, while

at the convention you can obtain one to two day weather forecasts for Milwaukee by dialing (414) 936-1212.

According to the United States Weather Bureau, normal precipitation during May is 2.88 inches and 3.59 inches during June. Relative humidity also from the Weather Bureau, is for May and June, respectively, 70% and 79% at midnight, 79% and 82% at 6 a.m., 61% and 62% at 12 noon, and 62% and 63% in the evening (6 p.m.)

If you plan a versatile wardrobe allowing for warm, humid weather during the day and cool weather during the evenings, and additionally, bring an umbrella, then you can properly be attired during your stay.

### *Traveling to Milwaukee*

#### *Air*

General Mitchell Field Airport serves Milwaukee and is about 20 minutes (8 miles) south of downtown Milwaukee. Transportation between the Hyatt Regency and the airport is provided by taxi, limousine, or bus. The one-way cab fare is \$10.00 flat fee (i.e., the fare does not vary according to the number of passengers).

One-way limousine fare is \$4.85, and you pay the driver. It departs from the front of the Hyatt Regency at 10 minutes to and 20 minutes past the hour during the week (Monday through Friday) and at 20 minutes past each hour on weekends. The limousine departs from the front of the airport every 30 minutes. Limousine service is from 6:50 a.m. to 9 p.m. daily.

Bus fare (exact change required) is \$.50. Take bus #80 and it will transport you from the airport to the corner of 6th and Wisconsin, which is two blocks from the Hyatt. Buses board in front of the air-

port, and operate from 6 a.m. to 12 p.m. daily.

Currently, air fares are increasing on the average of 10% per month. Generally, there are two less expensive alternatives to coach fare. They are the 7-Day excursion and the night fares. To be eligible for the 7-Day excursion rates, (1) tickets must be purchased 7 days prior to departure and (2) you must stay 7 days. To obtain night fares, you must fly at "night" and also meet the 7-Day excursion requirements. "Night" is defined by each airline so check with your carrier. The number of seats available for either the 7-Day excursion or night fares is limited, and this is determined by each airline. It is recommended, therefore, that you make plans and reservations in advance in order to take advantage of reduced rates, various airlines may offer their own special fares. Check with them or your travel agent to obtain this information.

If your geographic area is well represented at the convention, usually 40 or so people, chartering a plane is another method for lowering air travel expenses. A DC-9 seats 80 passengers. Chartering this plane from Kansas City to Milwaukee would cost 80 passengers \$156.85 apiece. Compare this price to \$226.00 for regular coach, \$193.00 for Super Saver, and \$169.00 for Night Super Saver. (The Night Super Saver leaves at 5 a.m.). The simplest method to arrange for a chartered plane is through your travel agent.

### *Bus*

There is bus service directly to Milwaukee. Unfortunately, rate charts are not provided by the companies. Thus, you will have to call them to ascertain your travel costs. The bus depot (at 7th and Wisconsin) is within walking distance (about 6 blocks) of the Hyatt Regency.

If you can assemble a group of your colleagues (38-43 people), you might consider chartering a bus. Bus travel, of course, takes longer than air travel. However, you can put this time to use

resting, conversing with your colleagues, and for the "FI scallopers," even writing your ABA paper. If you charter with Continental Trailways, the price also includes use of the bus while in Milwaukee. That is quite a few trips at your group's convenience. If this is attractive, the bus companies recommend the reservation of a bus as soon as possible.

### *Train*

Amtrak serves Milwaukee. There is a special rate available if you leave and return within 40 days (i.e., you must purchase a round trip ticket). This rate is approximately 82% of the regular fare. For further information and reservations, dial (toll free) 1-800-421-8320. The train depot (at 7th and St. Paul) is within walking distance (about 8 blocks) of the Hyatt Regency.

There is also a group rate for the train, and a "train group" is considerably fewer than the "bus group." In order to obtain this group rate, 14 or more people must purchase the same trip. This fare is approximately 76% of the regular rate.

### *Car*

Traveling to Milwaukee via car has its advantages and disadvantages, but these depend on your preferences and schedule. A car at the convention might provide more flexibility and freedom to sightsee, take in cultural spots, entertainment, and dining. However, taxi or bus fares or even the shoe-leather express might be worthwhile if you want to avoid the frustration of driving in an unfamiliar city.

It is difficult to predict the availability and cost of gasoline. Thus, gas bills could easily surpass fares for other modes of travel. As of July 1980, the state wide averages found by the American Automobile Association for full-service regular, unleaded and premium gas were \$1.24, \$1.28 and \$1.30 per gallon, respectively. Self-service regular, unleaded and premium were \$1.16, \$1.21 and \$1.29 per gallon, respectively. Therefore, whether or not you drive may depend on (1) what you plan to do along the way, (2) your



original proximity to Milwaukee, (3) whether you have passengers and how many, and (4) the travel flexibility you prefer once you are at the convention.

If you drive, valet parking is available at the Hyatt Regency, and public parking is approximately two blocks away. Valet parking is \$5.00 for your entire stay. This allows as many departures and arrivals as you desire without extra charge. Public parking is \$2.75 for the first hour and \$.75 per hour thereafter.

#### *Car Pooling at the Convention*

The Affiliate Committee will have a car pool board located at the convention information booth. This board will be useful to people who would like to locate, offer, or share transportation to places in Milwaukee. For example, you might be looking to share a cab to the airport or a restaurant. The car pool board might help you locate other people going your way.

#### *Lodging*

Well, now that you are here, where should you stay? Your first choice might be the convention headquarters, the Hyatt Regency Milwaukee, for a couple of reasons. First, you will enjoy the convenience of being at the convention hotel. Hence, when you need to take a break or review for your presentation, your room is conveniently at hand. And second, with a bit of planning the room rates will be quite reasonable. For example, double occupancy is \$54.00. But there are no additional charges for more than two people in the room. Thus, with four people, the rate would be \$13.50 per person—hard to beat! A complete listing of the Hyatt convention rates is shown in Table 1.

The Hyatt is only holding 400 rooms for ABA. We are expecting 1200-1400 registrants. Thus, to ensure yourself a room in the Hyatt, do not delay in making your reservation.

If you delayed in making your reservation or at the last moment found yourself with the opportunity to attend the convention but the Hyatt was full, contact the Wisconsin Hotel which is only one-half

TABLE 1

#### Rates of Recommended Lodging

##### *Hyatt Regency Convention Rates*

Single: \$45.00.

Double: \$54.00, no additional charge for more than two people per room.

##### *Hotel Wisconsin*

Single: Double bed, one person—\$22.00 per day.

Double: Double bed, two persons—\$26.00 per day.

Twin: 2 single beds, two persons—\$28.00 per day.

Semi-Suite: 2 double beds with living room area, convertible couch, refrigerator, color TV—will sleep six persons—\$38.00 for two persons per day.—\$8.00 for each additional person per day.

Suites: 1 bedroom with living room. Will sleep four persons—\$40.00 for single occupancy per day.—\$48.00 for double occupancy per day.—\$8.00 for each additional person per day.

*YMCA*—Especially for students. Please mention that you are with ABA. \$8.00: room without bath (Men only unless entire floor is rented by women).

\$9.00: room with bath.—\$10.00: room with bath and TV.

Guests are entitled to free use of jogging track, swimming pool, weight and exercise room as well as racquetball courts. (The last is for a minimal fee.) No visitors allowed after 11:00 p.m. and no alcoholic beverages on premises.

block from the Hyatt. There, one hundred rooms are being held for ABA. Please refer to Table 1 for their current rates.

For students, ABA has made arrangements with the YMCA. The YMCA is six blocks from the Hyatt. There is a coffee shop and laundromat located within and free parking adjacent to the facility. YMCA group rates are listed in Table 1. When registering, you must indicate that you are with ABA in order to obtain these rates.



### *It's Cheaper Across the Street*

Why stay at the convention hotel when it might be less expensive elsewhere, especially when you can still go to the meetings and save money? With the rising prices in travel and lodging, it is only natural to cut corners when possible. However, while the immediate expenses might be less, in the long run, costs will probably be greater than those we currently have.

When we book a meeting into a hotel, we are given the meeting space "free of charge" on the assumption that our members will stay in the hotel. The reason it is cheaper across the street is because those motels do not have to cover costs related to "free" meeting space.

To remove this obligation, we might pay for the meeting rooms and distribute this cost amongst our members. This seems like a sound economical solution. However, hotels are in the business of selling sleeping not meeting rooms, and the latter are offered "free" to influence groups to hold their meetings in the hotel. Hence, there is little incentive for a hotel to book a group whose members sleep elsewhere. The hotel industry monitors the room pick-up of organizations like ours, and if the record is poor, then the ability to select future hotels is jeopardized.

Well, why not rent a convention center and use multiple hotels throughout the city? Basically, there are two objections. First, we will lose the close-knit atmosphere of our meetings. Imagine trying to contact your friends or returning to your room for a quick rest or final touches on your presentation when it takes 30 minutes to get there. And second, the logistical problems and costs begin multiplying because we must, in effect, set up our own business. For example, the responsibility for setting up and cleaning meeting rooms would be ours instead of the hotels. But of course, these costs will be passed on to you. Only members can decide the future form of our meetings.

So, you can pay a little now or more later.<sup>1</sup>

### *Dining and Entertainment*

Where might you dine during your stay? One choice, again, is the convention hotel. There you may select from the Garden Coffee Shop, Gourmet Dining Room and the revolving Rooftop Restaurant. Then, you should also try dining in Greater Milwaukee. Choices include American, Armenian-Greek, Austrian, Bohemian, Cantonese, Continental, Creole-Cajun, Dutch, Early American, French, German, Italian, and Serbian cuisines. Certainly something that will satisfy each of us. When you arrive at the convention pick up a copy of the *Greater Milwaukee Visitors Guide* because it will be your guide to locating the restaurants of your choice. By the way, many of these places are in downtown Milwaukee, and therefore, within walking distance of the Hyatt.

A gamut of entertainment can also be found in Milwaukee. Nightlife offerings include top name jazz; live folk, country and rock; and of course, dazzling disco. Again, the above mentioned guide will help you locate your choices.

### *Attractions, Et cetera*

To obtain a daily listing of performances, shows, races, exhibits, and concerts, call the FUN LINE (414) 799-1177, anytime night or day. Also, consult your trusty *Visitors Guide*. However, to give you an idea of what is available, below is a synopsis taken from the *Visitors Guide*:

*Mitchell Park Conservatory.* "Three massive glass domes each seven stories high, feature tropical, arid and seasonal displays."

*Milwaukee Public Museum.* "The nation's fourth largest natural history museum features outstanding lifelike diaramas and walk through exhibits."

*Experimental Aircraft Association Aviation Museum.* "A bonanza for aircraft buffs."

*Brewery Tours.* Miller, Pabst, and Joseph Schlitz Brewing Companies all offer free and informative tours.

<sup>1</sup>This section is an abridgement of an editorial appearing in the *Sports Medicine Bulletin*, A publication of the American College of Sports Medicine, 1979 14 (4), 13.



*Old World Third Street.* "A downtown walking tour for gourmets, historians, antiquers and ambience lovers."

### *For Runners*

The Hyatt, located on 3rd and Kilbourne Avenue, is about 1.8 miles via Kilbourne from Juneau Park, which is on the shore of Lake Michigan. Thus, go east on Kilbourne Avenue and you should be able to get out of downtown traffic for a good run.

### *Useful Miscellaneous Information*

#### I. Lodging

A. Hyatt Regency Milwaukee, 333 W. Kilbourne Avenue, 53202, 414-276-1234.

B. Hotel Wisconsin, 720 N. Third Street, 52303, 414-271-4900.

C. YMCA, 915 W. Wisconsin Avenue, 53233, 414-276-5077.

#### II. Phone Numbers:

A. Area code: 414

B. Weather: 936-1212

C. Hotlines & Helplines: 271-7822

D. FUN LINE: 799-1177

E. Bus route information: 344-6711

F. Greater Milwaukee Convention & Visitors Bureau: 273-3950

#### III. Alcoholic Beverage Laws

Liquor is sold by package or drink in licensed establishments. Sunday sales permitted. Legal age for purchase and consumption is 18. Liquor imported from other states is subject to Wisconsin tax.

#### IV. Time Zone: Central DST.



## Job Placement Services

The purpose of Job Placement Services (JPS) is to bring qualified applicants into contact with employers seeking competent behavioral psychologists.

For the employer there are two options:

### *INTERVIEWING OPTIONS*

This option includes interview scheduling for the employer with applicants, access to applicant vita files, and use of the JPS message cards and posting board.

This option is \$15.00 for each position listed and requires 15 copies of the position description.

### *POSTING OPTION*

This includes use of the JPS Board for listing available jobs and use of the JPS message cards and posting board. This option is ideal for listing positions if you are unable to participate at the Convention.

This option is \$5.00 for each position listed and requires 2 copies of the position description.

Job applicants will have their vitae available to all interested employers. The registration fee (\$5.00) entitles the applicant to the use of an employment book to locate jobs of interest and/or request an interview with a particular employer.

Job Placement Services are available through *pre-registration* only! ABA pre-registration deadline is May 1, 1981.

Send request for application forms or additional information to:

Association for Behavior Analysis  
Department of Psychology  
Western Michigan University  
Kalamazoo, MI 49008  
Attn.: Job Placement Services

## ABA Call For Volunteers

Once again ABA is asking for volunteer help at the convention. Duties of volunteers will include data collection on various aspects of the convention. Working as a volunteer does not mean missing sessions, only taking data on the sessions you attend. If you are interested in lending support to our efforts to evaluate the

convention, please send your name, address, affiliation and area of interest to: Linda Tipper, Association for Behavior Analysis, Western Michigan University, Kalamazoo, MI 49008. When convention time is near, you will receive instructions. Please contact us as soon as possible.



### GUIDELINES FOR ADVERTISERS

The ABA Employment Bulletin and Classified Advertisements publishes advertisements in three categories: Positions Available, Availability Notices and Miscellaneous Announcements. Positions Available advertisements should contain the following information: position title; name of employer; description of position; salary range; closing date for applications; starting date; instructions for applicant (vita, references, supporting documents); and name of person to whom applications and inquiries should be directed. Availability notices should contain the following information: area of job interest; skills; geographic preference; credentials; and date available. Include a cover letter with your name, address, and phone number as each notice will be listed by a code number. Responses to Availability Notices should be addressed to the Availability Code number, care of ABA, Department of Psychology, Western Michigan University, Kalamazoo, Mich. 49008. The Miscellaneous announcements category is appropriate for training opportunities, conference announcements, and professional services. Advertising rates are \$5.00 for the first five lines, or less, and \$1.00 for each line thereafter. An additional small charge will be added to the Availability Notices to cover the cost of postage. Each line contains approximately 40 characters.

### AVAILABILITY NOTICES

P001 available for teaching/research position at the assistant professor level beginning Summer, 1981. Background in the Experimental Analysis of Behavior with Skills in educational technology, computer applications and behavioral medicine. Credentials will be submitted upon inquiry. Salary negotiable. Geographic location open except for heavily industrial areas.

### POSITIONS OPEN

**Management Consultant:** Positions available as OBM consultant requiring periodic relocation. Starting salary \$15,000-25,000. Applicants must be extremely bright and have exceptional social skills. Must have experience in private sector business or

industrial setting. Position entails entering major industrial organizations, performing behavioral assessments, designing operant intervention programs, collecting and analyzing performance data, documenting results, and writing reports. Must be comfortable in social situations with senior corporate executives. Experience marketing intangibles an asset. Send resume which must include education, work experience, salary history, and date available to: Edward S. Itkin, Applied Science Associates, Inc., 14702 Delano Drive, Woodbridge, VA 22193.

**Psychologists:** Master's or Doctorate level to work with developmentally disabled residents in an ICF certified state facility. Experience in behavior modification principles helpful. Participate on interdisciplinary team, provide testing and evaluation, develop and implement training programs and consult in behavioral techniques. Position offers excellent fringe benefits and opportunity to conduct research. Person must be eligible for limited licensure in Michigan by September 30, 1980. Salary range \$21,631 to \$26,559. Send vita/resume including names of references to Thomas J. Schmitz, Ph.D., Director, MI/MR Unit, Oakdale Regional Center for Developmental Disabilities, Lapeer, Michigan 48446. Phone (313) 664-2951.

**Psychologist:** Director of implementation for observational assessment systems designed for individual monitoring of psychiatric patients and program evaluation. Excellent research opportunities, \$18,072-\$20,736. Contact Gordon L. Paul, Adolf Meyer Center, 2310 E. Mound Rd., Decatur, IL 62526, (217) 877-3410.

**Staff and Principal Psychologist** positions are available at the Fernald State School in suburban Boston. Major responsibility will consist of designing, implementing evaluating and supervising treatment programs for an adult retarded population. Will function as a member of an interdisciplinary treatment team to determine resident needs and plan for remediation and treatment. Other responsibilities include staff training and supervision. Requirements: Master's degree in psychology. Preferred demonstrated experience in behavior modification techniques with a developmentally disabled population. (\$14,700-\$16,300). Send letter of application, vita, and two letters of reference to: Monica A. Albano, Director of Recruitment, Walter E. Fernald State School, Box 158, Belmont, MA 02178. We are an equal opportunity employer, M/F/H/C.

**Pre-Doctoral Fellow:** The Department of Behavioral Psychology of The John F. Kennedy Institute anticipates several openings for pre-doctoral fellows beginning July 1981 through June 1982 (6, 9 or 12 month appointments available). The fellowships will offer training in behavioral principles and their application to the habilitation of developmental disabilities through supervised experience in both inpatient hospital services as well as outpatient clinics. Research on the application of behavioral principles and methodology to all aspects of service delivery is strongly emphasized. Requirements: Current enrollment in a psychology Ph.D. program and completion of two years of study by the start of the appointment. Send vita and letter of interest specifying position and dates of



availability to Michael F. Dorsey, Ph.D., Department of Behavioral Psychology, The John F. Kennedy Institute, 707 N. Broadway, Baltimore, MD 21205. An Equal Opportunity Employer.

**Post-Doctoral Fellow:** The Department of Behavioral Psychology of the John F. Kennedy Institute and the Department of Pediatrics of the Johns Hopkins School of Medicine anticipate several openings for post-doctoral fellows in Behavioral Pediatrics, beginning September 1981 for the 1981-82 academic year. The fellowships will offer training in clinical service, administration and research in outpatient clinics and inpatient hospital wards in the interdisciplinary habilitation of developmental disabilities, pediatric medicine, neurology and psychiatry. Research on the application of behavioral principles and methodology to medical and psychological disorders is strongly emphasized. Requirements: Ph.D. completed, training and experience in both clinical and research applications of the experimental analysis of behavior in hospital and/or educational settings. Send vita and letter of interest specifying position to Brian A. Iwata, Ph.D., Department of Behavioral Psychology, The John F. Kennedy Institute, Baltimore, MD 21205. An Equal Opportunity Employer.

**Assistant or Associate Professor, animal learning.** Purdue University, Department of Psychological Sciences has a position open for Fall, 1981. Commitment to research is a major requirement. Desired areas of specialization are: Classical Conditioning, Operant Conditioning, and Escape or Avoidance Learning. This is a tenure track position. Salary is competitive. Recently completed new animal laboratory is available. Send vita, description of research interests, and three letters of recommendation to: Dr. Elizabeth D. Capaldi, Department of Psychological Sciences, Purdue University, West Lafayette, IN 47907. Deadline for submission of all materials is November 15, 1980. Purdue University is an Equal Opportunity/Affirmative Action Employer.

**Behavior Analyst I**—\$1,157-\$1,420 a month.

**Behavior Analyst II**—\$1,237-\$1,637 a month. Supervise assigned staff providing treatment to institution residents. Design and supervise development and delivery of behavior modification program. Maintain clean and safe environment.

**Behavior Analyst III**—\$1,420-\$1,895 a month. Develop and implement behavior modification program, train staff in application and evaluation, supervise interdisciplinary treatment teams. Considerable knowledge of behavior modification program design and treatment techniques is required. Contact Archie M. Sutton, 658 Cedar Street, 4th Floor, Centennial Office Building, St. Paul, Minnesota 55155, (612) 296-9311.

**Project Director:** Direct county-wide core behavioral service for mentally retarded children and adults. Train service provider staff of various agencies and parents in behavior management. Develop individualized behavior plans to be implemented by provider staff and parents. Review behavior plans of and supervise staff of two behavior specialists. Masters degree in behavioral psychology or related field with emphasis in applied

behavior analysis plus experience in behavior management, supervision and mental retardation. Salary: \$13,203-\$18,328, plus benefits. Send vita to: Gary L. Colwell, Association for Retarded Citizens, Westmoreland Chapter, 34 W. Third Street, Greensburg, PA 15601.

**Doctoral Psychology Internships: Family Therapy/Behavior Therapy:** Harlem Valley Psychiatric Center, in conjunction with the Center for Behavioral Psychotherapy, offers full-time doctoral psychology internships for 1981-1982 through a network of clinics within an hour of New York City. Specialties in Family Therapy and Behavior Therapy are part of a thorough basic program in professional psychology. Weekly seminars by invited speakers supplement the extensive use of videotape and live supervision. While preference is given to students in APA-approved programs, others may be admitted on the basis of impressive clinical achievement, and appropriateness. Applicants should submit a Curriculum Vitae, official transcript of graduate studies, and a detailed statement of professional goals. A personal interview is required, except in cases of extreme geographical distance. Send materials to: Alice Greenberg, Ph.D., Coordinator of Psychology Training, Carmel Mental Health Clinic, Seavey Plaza, Carmel, N.Y. 10512.

**Cottage Supervisor:** responsible for the supervision of a residential living facility, hiring and supervision of staff, development and implementation of Individual Habilitation Plans, monitoring and evaluation of habilitative training programs. Annual salary, \$16,232. Masters degree in Psychology or related field with one years experience or Bachelors degree with three years of experience required. Please submit a letter of application to: Timothy Plaska, Directorm Habilitation Department, Boulder River School and Hospital, Boulder, Montana 59632.

**Habilitation Training Specialist:** develops and conducts individual and group training programs, collects and analyzes data, conducts inservice training for cottage staff. Annual salary, \$13,570. Requirements: Bachelors degree in Psychology or related field. Please submit a letter of application to: Timothy Plaska, Director, Habilitation Department, Boulder River School and Hospital, Boulder, Montana 59632.

**Alcohol Counselors:** Two positions, one full-time, and one part-time, available immediately. Master's degree in psychology or social work with a minimum of three years experience relevant to outpatient alcohol counseling. Strong interest and expertise in alcohol abuse a necessity. These positions are in a contractual outpatient alcohol treatment program with the context of a growing private practice. FULL-TIME position involves intake responsibilities, assessment and treatment (individual, family and group) services. Salary \$15,000 plus fringes. PART-TIME position primarily involves treatment and hours are flexible. Send vita and three letters of reference to: Jeffrey N. Andert, Ph.D., Psychological Consultants of Battle Creek, Suite 1114 McKay Tower, Battle Creek, Michigan 49017. An equal opportunity employer.

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*The Behavior Analyst* is the official publication of the Association for Behavior Analysis (ABA) and contains general interest articles on theoretical, experimental and applied topics in behavior analysis. Additionally, it contains The ABA newsletter which reports on organizational activities of ABA and provides a listing of employment opportunities in behavior psychology.

Issues of *The Behavior Analyst* are sent free to all current members of ABA. Membership applications are available by request. Address requests to: ABA, Psychology Department, Western Michigan University, Kalamazoo, Mi. 49008.

If you are not a member of ABA you may obtain a subscription to *The Behavior Analyst* by filling out the form on the following page.

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